

On-ramps to high-earning careers for young, under-represented Charlotteans.

[ROADTOHIRE.ORG](https://roadtohire.org)

City of Charlotte | Road to Hire Partnership

Road to Hire and the City of Charlotte share a belief that corporate, nonprofit, education and government institutions must come together to ensure young people from historically marginalized groups have access to high-growth, family-sustaining careers.

Road to Hire's Investment Approach:

- Focus investments on students from Charlotte's corridors of opportunity and Title I high schools.
- Partner with CMS, the City of Charlotte, Mecklenburg County and private funders to support high school programming.
- Partner with CPCC, JCSU and UNCC to create affordable, achievable education pathways for Charlotte's most vulnerable students.
- Secure advanced commitments from corporations to fund paid internships, full-time jobs and robust social capital investments for R2H students and graduates.

Road to Hire: Core Programs

1300 students across all programs



Pathways: College & Career
Prep in Title I high schools

Paid STEM Apprenticeships

College Success: Career
Coaching & **Scholarships**

Pathways

Under-resourced High School Jrs & Srs

- Paid Summer Internships
- Tech Fundamentals & Life Skills Courses (for credit, during school hours)

Apprentices

18-25 Year Olds without 4-year Degrees

- Paid Coding/Cyber/BI Apprenticeships
- Access to Software Dev Jobs at \$55K+

Scholars

1st-gen, Students of Color & Title I H.S. Grads

- Debt-Free College w/Scholarships
- Internships, Career-Path Job Access
- Access to STEM Internships & Jobs


The R2H Pathways Model

Road to Hire and the City of Charlotte are partnering to interrupt cycles of intergenerational poverty.


High school

- Spring Junior Year
- Summer Before Senior Year
- Senior Year Course
- Summer After Graduation

Road to Hire open application period.

Paid summer internship focused on college preparedness and career exposure. 

Tech and professionalism skills. College application support. FAFSA completion.

"College Thrive:" paid summer fellowship preparing students for college success. 

College

- Freshman-Senior Years
- Summer Experiences

College enrollment at R2H partner school. Student career coach support for four years.

"Career Thrive:" paid internships with early exposure to corporate environments and on-the-job learning.

Career

- Post-Graduation

DEBT-FREE college completion and transition to high-earning STEM career.

Road to Hire

How it Works:

Chisom Nwosu: Julius Chambers Class of 2021

High school

- Chisom **applies to R2H** based on a his teacher's recommendation.
- Chisom **earns \$1K** during a **paid internship** and applies to five colleges with waived application fees.
- Chisom **learns EXCEL, HTML and CSS and completes his FAFSA**. He's accepted to UNCC and earns a full college scholarship (with Pell + R2H + UNCC funding)!
- Chisom completes "R2H College Thrive" and **prepares for life as an independent college student**.

College

- Chisom is majoring in **Computer Science** and **meets regularly with his R2H student career coach** throughout college.
- Chisom has access to early summer internships at Truist, BOA and other top Charlotte companies.

CHISOM

Career

- Chisom graduates college **DEBT FREE** and has multiple offers for high-earning, **career-path jobs**.

2021-2022 Investment

Program	City of Charlotte Commitment
Rising Senior Internship	\$595,502
College Bridge Program	\$302,726
Total	\$898,228

The City of Charlotte's funding has been instrumental in the following:

1. Securing new private sector funding to support the scaling of this work.
2. Securing new university partnerships that co-fund college scholarships for R2H Pathways high school graduates. (Universities are R2H's largest scholarship funding partner.)
3. Gaining additional support from early funders who have renewed their pledges.
4. Adding Mecklenburg County as a funder of the school-year phase of R2H Pathways.
5. Gaining commitments from corporate partners to support CMS students with internships and jobs after program graduation.
6. Working with other nonprofits to make it easier for students to connect to the right programs.

Results to Date

CMS Class of 2021 R2H Students:

- **119** are freshman in college, on track to graduate debt-free
 - Including 61 at CPCC, UNCC, and JCSU
 - 94% semester 1 retention rate at 4-year college
 - 90% projected year 1 persistence rate (versus 69% for Black students in NC and 73% for Hispanic students)
- **6** are in Tech and Nursing Apprenticeships

CMS Class of 2022 R2H Students:

- 323 current high school seniors enrolled
- **240 tracking to qualify for R2H Pathways Promise**
 - 165 tracking to 4 Year College, 50 to 2 Year College
 - 25 into alternative paths - Tech Apprenticeship, Atrium Rise to Success
- **97% FAFSA** completion rate (v. 57% statewide in 2021)
- **1293 college applications submitted** during free application week
- Learned HTML, CSS, and fundamental data analytics
- 40 guest speakers over the course of Pathways

Key Partnerships

HIGH SCHOOL INTERNSHIPS & CLASSES



Harding H.S.
Garinger H.S.
West Meck H.S.
West CLT H.S.
Chambers H.S.
Phillip O. Berry H.S.



COLLEGE DEGREES & INTERNSHIPS



WINGATE



Johnson C. Smith University



APPRENTICESHIPS & CAREER-PATH JOBS

RED VENTURES

TRUIST



ally



Bank of America

WELLS
FARGO

avidxchange

NOVANT
HEALTH

Atrium Health

Honeywell



DELTA

What's Next?

CMS Class of 2022: College Thrive

- College-bound grads (2 and 4-year) will complete a college bridge curriculum
- Students earn \$1,000
- Program encourages self advocacy on college campuses
- Students learn situational problem-solving skills to use when they've transitioned to campus
- Students meet their R2H College Student Career Coach
- Enroll in college in Fall, 2022!

Class of 2023 Investment Proposal

Cohort 3 / Class of 2023 Plans

High School	Target for 2022 Fall
Garinger	60
Harding	60
West Meck	60
West Charlotte	60
Julius Chambers	90
POB	75
Total Interns	405

- Applications due: **April 8th**
- Runway starts: **May 9th- 21st**
- Summer internship starts: **June 13th**
- Students join CMS class: **August 29th**

Class of 2023 Investment Proposal

Program	Student Stipends	Instruction & Programming	Operating Expenses	Total
Rising Senior Internship	\$384,750	\$230,962	\$-	\$615,712
College Bridge Program	\$213,750	\$103,596	\$-	\$317,346
Total	\$598,500	\$334,558	\$-	\$933,058

Notes

- 405 rising senior interns
- 225 College Bridge students
- Operating expenses have been funded by another donor